



Montana Department of Corrections

The Correctional Signpost

Autumn 2004



DOC employees win Governor's Awards for Excellence



Cheryl Bolton

Two Montana State Prison staff and a Youth Services Division team were among state employees who received Governor's Awards for Excellence in Performance 2004. DOC received eight individual and two team nominations. The

ceremony was September 22 at Carroll College in Helena.

Cheryl Bolton has been the Montana State Prison Warden's Administrative Officer since December 1, 1994. According to the nomination letter, she has continuously exhibited a hard-work ethic and dedication to her various job assignments.

Bolton is the initial MSP contact for offender families, lawyers, the general public, state agencies and other outside entities involved with prison operations. "Cheryl applies sound judgment and problem resolution skills to the daily challenges that arise," the letter said. "Her interactions with the public and prison staff have a major impact on the success of MSP operations. Cheryl's professionalism, can-do attitude and team approach is an example for all of us to follow."

Ross Swanson has worked for DOC for 23 years, and recently became Deputy Warden at Montana State Prison (See story at right.) His work at Montana Correctional

More AWARDS, page 2



The new reception unit at Montana State Prison was officially dedicated October 5 as the Martz Diagnostic Intake Unit (MDIU). Governor Judy Martz said it is an honor to have the facility named for the Martz family. Here she accepts a plaque presented to her during the ceremony. See more photos of the MDIU on page 3.

Promotions for Swanson and Lambert



Ross Swanson



Gayle Lambert

By Linda Moodry, Public Information Officer
Montana State Prison

Ross Swanson has been officially hired as Deputy Warden at Montana State Prison (MSP), a position to which Warden Mike Mahoney appointed him in February. Director Bill Slaughter promoted Gayle Lambert as Administrator of Montana Correctional Enterprises (MCE), the position Swanson held for 20 years.

Both changes were effective October 18.

Swanson was selected from among several candidates recruited nationally. MSP Warden Mike Mahoney described him as an outstanding administrator who has proven himself as the best qualified for the job.

"Mr. Swanson's success as the Administrator of MCE is a tribute to his commitment to the Department and the high standards he requires of his programs," Mahoney said. "I am very excited about Ross taking on the challenges of this position and

More MSP, page 2

AWARDS, from page 1

Enterprises (MCE) has enabled this operation to convert from a General Fund operation to a proprietary funded system that has received national recognition for the dairy operation and Toyota program. MCE has a statewide reputation for the office furniture they produce, their cattle operations, sign and print shop, and tag plant operation.

The Juvenile Parole team of Duane Enger, Jim Francetich, Brett Gordon, Kim Gray, Billie Guthrie, Steve Harrel, Paul Hawkins, Landy Petrie, Tom Pinsonneault, Leif Ronning, Michelle Verbance and Teri Young, recently achieved American Correctional Association accreditation with national standards (more than 96 percent of non-mandatory and 100 percent of mandatory standards).



Governor Martz, right, presented the 2004 Excellence Award to the Juvenile Parole Team. To the Governor's right are Tom Pinsonneault, Paul Hawkins, Brett Gordon, Teri Young, Duane Enger, Jim Francetich and Michelle Verbance.

Only one other state-operated program in Montana, Pine Hills Youth Correctional Facility, has achieved ACA accreditation. The team achieved and maintains a high level of service to

some of the most difficult youth in Montana. The team demonstrates willingness to use national "best practices" in a mostly rural setting, meeting challenges as opportunities.

MWP thanks more than 100 volunteers

Montana Women's Prison honored more than 100 volunteers with certificates and pens during Volunteer Appreciation Week in July. During an outdoor event at the Billings facility, the volunteers listened to inmate testimonials, enjoyed music by the prison choir, and watched a dog obedience demonstration.

Two of the volunteers also received plaques for their extraordinary service. Marge Eliason says she gets "more than she has ever given." She has been a part of the parenting program since it began 10 years ago. She recently retired from parenting and now oversees the offender library, which was made by volunteers and their donations. Diann Grantham facilitated a working rotation of clergy from a variety of denominations who want to lead Sunday services for the offenders. Diann has brought spiritual counseling, cultural activities, and a choir to MWP.

More than 30 groups provide services in the following areas: religious activities, book clubs/library, pet therapy, health, music, parenting, public speaking, art, and crafts/games.

Guest speaker Dave Irion, executive director of St. Vincent Healthcare Foundation, summed it up when he stated "As a volunteer, you will probably not know the moment that you touched a life in a special way, though you made a huge difference."

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look forward to continuing to work with him on projects we have initiated since he took over as acting Deputy Warden."

The Deputy Warden position had been vacant since April 2002 as part of DOC's effort to alleviate budget shortfalls.

Lambert joined DOC as MCE Fiscal Director in 1998 and was appointed acting MCE Administrator when Swanson moved to the Deputy Warden position in February. "Gayle has done a tremendous job during the last eight months as Acting Administrator, while balancing her duties as the MCE Fiscal Director," Director Slaughter said. He praised Lambert's participation on the DOC Management Team and the Department's efforts during the past two sessions of the Montana Legislature.

Slaughter expressed great confidence in her abilities to continue to manage MCE, the prison ranch/industries program, which employs 52 civilians and provides work and job training for about 325 offenders. MCE includes the prison ranch, dairy, cannery and license plate factory, as well as print, sign, furniture and upholstery shops, a laundry, and an automotive repair facility.



A Message from the Director

Bill Slaughter

Escape tested our mettle and we passed

The past few months have been challenging to say the least. I guess you all know better than I that corrections in Montana can be a roller coaster ride.

With the four offenders escaping transport in Helena back on September 2, all of us held our breath because we knew their dangerous potential. Due to the extraordinary efforts of the Helena Police Department, Lewis and Clark County Sheriff's Office, the Montana Highway Patrol, and a great DOC team, we avoided a very dangerous situation.

Other heroes of the day included Governor Martz, breaking new ground securing the National Guard air assets, and our own Winnie Ore, who performed the Incident Command function admirably.

This is not the first time Corrections has been challenged, and it will not be the last. But what may be the lesson learned in this incident is that we are not judged by the public if we have problems, but we are judged on how we react to them.

If we always take responsibility up front, hold accountable those who are directly responsible, and most importantly, support and praise those who respond and make the difference, the public will help us all work through any situation.

I was most impressed with how all of the Corrections staff rallied to support the response, rather than be critical or dwell on a productive blame. Leading by example – the mark of true professionals.

Because this may be my last *Correctional Signpost* article as DOC Director, I would like to express my sincere

appreciation for all of you who work for corrections in Montana. I have learned a great deal from you all, and have developed an honest appreciation for what you do.

Your many personal kindnesses shown me in the past four years are cherished and will never be forgotten. Never lose site of how important this work is to each and every Montanan. Be honest in your relationships, continue to be professional in your work, and be safe.

October 5 dedication of the Martz Diagnostic Intake Unit at MSP



Top photo: MSP Warden Mike Mahoney answers questions from elected officials, the media and DOC employees during an October 5 tour. Center photo: The common area surrounded by cells. Right photo: Director Bill Slaughter demonstrates a new fingerprint machine. See more about the MDIU under "What's New" on the DOC website at www.cor.state.mt.us.



Sheriff praises boot camp for transforming local drug user

Note: Beaverhead County Sheriff William R. Briggs sent the following letter to Rep. Stan Fisher, R-Big Fork, who chaired the Corrections and Public Safety Appropriations Committee during the last session.

Dear Mr. Fisher:

Recently I had the opportunity to attend a public forum within my jurisdiction at Lima, Montana. The topic of the forum was a presentation to be given by Boot Camp (Treasure State Correctional Training Center in Deer Lodge) graduate Mark Stosich of Lima.

I am very familiar with Mark Stosich. I had the opportunity to watch him grow up in Lima and unfortunately was also a witness to his becoming involved with illegal drugs and alcohol shortly after graduation from high school. Ultimately, he became involved in the local illegal drug trade and was arrested and convicted on felony charges for the sale of illegal drugs. He violated the terms of his probation and was sentenced to Boot Camp last fall.

Mark came from a good family and was another classic example of the horrors of illegal drug use. I had occasion to interact with him while he was in our jail prior to his departure for Boot Camp. I can tell you that at the point he left, I had very little hope for him successfully completing the program. He seemed to be locked into the "criminal" mind set more than anyone that I had seen in recent memory.

I stayed in touch with Mark's probation officer during the Boot Camp session and we both agreed that there was little chance for his completing the program. I was greatly pleased when I heard that he had successfully graduated, but was still skeptical as I attended the public forum and witnessed his presentation.

Let me tell you that I was shocked with the transformation that I witnessed as the presentation unfolded. Mark began with a very contrite and sincere

apology to the community and to the victims of his crimes. This included a confession of the crimes that he had committed. He then went on to deliver an overview of the Boot Camp program and the instruction that had influenced him the most. Mark stood at attention and delivered this information, point by point, without notes, for one hour and 10 minutes. The change in his attitude and his level of respect was incredible to witness. His delivery of the presentation was amazing to witness. Obviously, he absorbed and accepted the information delivered to him very effectively.

I am a realist, and having worked in my profession for several years. I have seen many unfortunates become involved in the world of illegal drugs and go through the system. Rarely have I seen anyone as deeply involved as Mark, turned around, with a legiti-

mate shot at becoming a productive citizen again.

I know that Mark has a difficult road ahead in the coming months and years in staying on the "straight and narrow". I know he is a long way from being out of the woods. I will say this: I was extremely impressed by the change I witnessed in him. I have gone from skepticism, in his case, to optimism.

This Boot Camp program must be exceptional to deliver the self-respect, humility and discipline that I now see in Mark Stosich. For this young man to stand before 30-40 of his fellow community members and deliver a sincere and detailed apology was a very rewarding experience, indeed.

Part of the presentation involved Officer Doering explaining to the community members his plan for Mark's

More BOOTER, page 5

Another booter makes good too -- on one leg

By Diana Solle

Administrative Assistant, TSCTC

Treasure State Correctional Training Center (TSCTC) is known for its tough endurance tests required for graduation. Trainee Patrick Zerbst passed this test of endurance with an added challenge: He has been missing the lower part of his left leg since birth and wears a prosthetic leg. Zerbst did not let this deter him from participating in all physical activities.

Zerbst, 21, came to TSCTC as a probationer from the Missoula District Court, where he received a six -year deferred sentence for criminal possession with intent to distribute dangerous drugs.

Zerbst and two others graduated from TSCTC May 5. He successfully completed Military Discipline, Anger Management, Cognitive Principles & Restructuring – Initial Phase, Chemical Dependency Education, and Chemical Dependency Level 1 Outpatient Counseling, Thinking for Change, Parenting Skills, Victimology, and Victim Impact.



Patrick Zerbst leads the charge with his prosthetic leg.

BOOTER, from page 4

success. He also provided some statistics on what it would have cost the state of Montana to incarcerate Mr. Stosich, in the state penitentiary, for the average sentence that he would have received, if the Boot Camp program were not available. Boot Camp cost roughly one third and Mark now has the very real opportunity to proceed with his life and become an asset to his community, rather than a liability. What a concept!

Mr. Doering also pointed out that the majority of those sentenced to Boot Camp are now graduating, a fairly high percentage of those not returning to their previous criminal ways. I have gained a whole new respect and appreciation for the Boot Camp program based upon this case. Again, I felt Mark was as "hard core" as they come.

Please continue to supply funding for this program. The value of every life we save is immeasurable. Rehabilitation is a great concept when we get a good percentage of return for the dollars invested. We should not lock people up without giving them a real shot at changing their approach to life and becoming productive citizens.

Our local probation officer, Mark Doering, has offered to take me to Boot Camp for a tour. I intend to take him up on that. Thank you very much for your considerations in this matter.

Retirements

Joyce Mead recently retired from Montana Women's Prison after many years of dedicated service. We wish her the best!

ISP changes could improve supervision, protect public, and reduce staff stress

By Ron Alsbury
Probation and Parole Bureau Chief

The Adult Community Corrections Division is substantially revising the Intensive Supervision Program (ISP) to address the dilemma posed by significantly larger offender caseloads without a commensurate increase in Probation and Parole Officer (P&P Officer) staff.

Offenders on ISP live at home and seek or hold jobs while under a heightened level of supervision that includes monitoring devices and closer scheduling by their P&P Officers. DOC currently has 227 men and 56 women on ISP.

An ISP Re-Work Group has met several times to decide how best to revise the ISP Program to (1) assure that high-risk offenders who need ISP are not screened out; (2) assist P&P Officers with increasing caseloads; and (3) provide sanction options for offenders who violate the terms of their release, especially for substance abuse.

The goal is to preserve the key components that have made ISP so successful, assist traditional P&P Officers with high need offenders, and manage offenders safely in the confines of their community.

Valuable feedback given to Division managers by the DOC Advisory Council guided the following recommendations:

(1) Increase the ISP caseload from 18 to 25, with each ISP Officer supervising up to 15 traditional ISP offenders and 10 sanction offenders. The new ISP liaison will work with the ISP staff to reduce some of the duties associated with their jobs so they have more time to supervise the

increased numbers of offenders.

(3) Reduce the ISP length of stay from nine months to six to handle more offenders in the program.

(4) Continue a zero-tolerance approach for offenders who pose a clear risk to public safety.

(5) Consider a centralized on-call center to field calls from offenders and ISP monitoring companies, again so the ISP Officers have more time to actually supervise offenders.

Re-Work Group members are ISP Officers Steve Miller, Missoula; Don Kelley-Marylynn Antonich, Butte; Bob Passuccio, Great Falls; Ed Duelfer, former Liaison Officer; Bob Furu, Bozeman; and John Williams Billings; P&P Administrators Sam Lemaich (Region I) and Bernie Driscoll (Region II); Mike Ferriter, Community Corrections Division Administrator; Jeff Walter, Board of Pardons and Parole, and Ron Alsbury.

For more detailed information about this proposal, log onto the DOC website and www.cor.state.mt.us and select it from the list under "What's New."

Workload vs. Caseload

By Ron Alsbury
Probation and Parole Bureau Chief

The DOC Probation and Parole Bureau is working to clarify what constitutes a Probation and Parole Officer's actual workload.

Demands on a P&P Officer's time vary dramatically depending upon his or her case-management demands, travel time, District Court reports, and basic risk and needs of individual offenders. Because of these variables, it is not accurate to measure Bureau needs solely on the number of offenders the P&P Officers supervise.

That's why DOC is using a "workload" rather than "caseload" model to determine whether a P&P

More WORKLOAD, page 6

OBITUARIES

Larry DeFrance's death reminds us of how far we've come with technology

By Joe Williams, Administrator
Centralized Services Division

Larry DeFrance, the Department's Information Services Bureau Chief from 1992-1998, passed away in September. Larry took over the reins of this bureau at a critical time in the Department's history. We were dealing with the aftermath of the 1991 inmate uprising at Montana State Prison, and it was apparent to all that we badly needed to upgrade our automation environment in order to be able to obtain reliable data to make decisions with. In fact, only four locations in the entire department were able to communicate electronically at the time.

It's also good to remember that in addition to our correctional operations, we had the Montana Developmental Center in Boulder, the Center for the Aged in Lewistown, the Montana Chemical Dependency Center in Butte, the Montana Veteran's Homes in Both Glendive and Columbia Falls, Montana State Hospital in Warm Springs, and the Eastmont facility in Glendive.

Larry organized a department-wide "A-Team" consisting of representatives of each division/facility/program to set the direction for our future automation efforts. His work in this area helped pave the way for the success we enjoy today under the leadership of John Daugherty. John was one of Larry's early hires, as was Mike Raczkowski. And in my view, there are no two finer IT individuals anywhere than John and Mike. That's a fine legacy to leave the department.

People come and go in government, and we're all so busy with our individual efforts that it's easy to forget our history. We've come an incredible distance in technology since 1992, and we must not forget those who helped us cut a path out of the wilderness. Thank you Larry, and may you rest in peace.

GLENN R. JANES, age 44, of Deer Lodge, died of a heart attack Sept. 29, 2004. He was a Montana Highway Patrolman and the husband of Laura Janes, an RN and DOC



Health Coordinator for DOC.

Glenn Janes was born May 24, 1960, in Helena, graduated from Powell County High School in 1978 and attended college at Western Montana and the University of Montana. He married the love of his life, Laura Haggerty, in 1983. They have two children, Ryan of Bozeman and Kara of Deer Lodge.

Funeral services were October 4 at the First Baptist Church in Deer Lodge, followed by burial at Hillcrest Cemetery with the Montana State Highway Patrol Honor Guard in attendance. A college fund has been established for the Janes children at 1st Security Bank, 311 Milwaukee Ave., Deer Lodge, MT 59722.

WORKLOAD, from page 5

Officer, in any given location has an excess amount of work to do. For a side-by-side comparison of the workloads of two P&P Officers, one with 60 offenders in rural Montana and one with 96 in a more metropolitan area, look under "What's New" on the DOC website at www.cor.state.mt.us.

More accurate definitions of how P&P Officers spend their time provides needed data for DOC when it requests funding. DOC has asked the 2005 Legislature to fund 15 new Probation and Parole staff positions, in FY 06 and 4 additional FTE in FY 07. Based on the most recent workload report, the P&P Bureau's needs are shown at right:

<u>P&P Region</u>		<u>Officers We Need</u>	<u>Officers We Have</u>
I	Missoula	19.25	14.0
II	Helena	25.88	24.0
III	Great Falls	21.28	17.0
IV	Billings	22.97	18.0
V	Kalispell	17.33	16.0
VI	Glendive	5.5	6.0
Total		112.21	95.0

Juvenile's new name better reflects its goals

The Youth Services Division is the new name for what was called the Juvenile Corrections Division. We focus on providing services that will afford youth the opportunities needed to live successful and productive lives and it is appropriate that "services" be in the division's name.

To some, 'corrections' implies only locked cells. We oversee placement funds and funds used for prevention activities with Juvenile Probation clients. Then, our programming in Corrections works with youth from the time they are committed through their transition and release to the community (under Juvenile Parole supervision) and eventual discharge.

Call someone who cares!

Help desk really wants your computer questions

By Carol Haywood
Information Technology Bureau

Is there something strange on your computer screen such as a funny-looking e-mail from someone you don't know? Can't get a printer or scanner to do its job? Forgot the password you chose before leaving on vacation? Or do you have an idea of a change that might make your job and that of your co-worker flow more smoothly? Lots of different issues fall into the hands of the IT Bureau these days. And some things don't get here.

The Corrections IT Help Desk is the place to get problems addressed, and a phone call or e-mail is the way to do it. All access requests, trouble tickets, work orders, and new IT projects should be e-mailed or called in. The technician you snag in the hallway as he heads for someone else's office, or out the door to be gone for an hour or a day or a week, might not get to it right away. When you leave voice mail or send e-mail directly to one of the technicians or managers, it might not be read right away, probably won't get logged on the Work Orders, and will take a lot longer to be addressed. With what we have on our plates, we might even (heaven forbid) forget you mentioned it and not get it on the schedule at all!

When you contact the DOC Help Desk, your trouble ticket (Work Order) gets logged into a list of calls, date and time stamped, and assigned to the technician or other support person who can best take care of it. Your request can be monitored by anyone in the bureau, referred to another expert, or accelerated to a higher level of support. We do our best to respond to you within a reasonable time, or make contact to let you know when we can get to it for you. With support people in Deer Lodge and Billings, as well as in

Helena, there might be another person who could help you sooner.

We try to get to Help Desk Work Orders within a short time after you place the call, at least with a first-response. Sometimes the urgent interrupts the important, but we hope to give everyone prompt, responsible support at all times. If you let us know when you need to have your request filled, if you or someone else is unable to work until it gets done, if the whole facility is affected, we use that information to prioritize our work.

When calls arrive at the Help Desk, either via e-mail or a phone call, we assign the work orders to the next available unit member. The work load can be distributed more evenly. Many calls can be closed almost immediately,

with a single return phone call. On more difficult matters, timeliness of response and completion is tracked. The Help Desk List includes solutions that have been tried, with what results, and other support persons are able to troubleshoot more effectively.

At the Help Desk, our job is really supporting you as you do yours. We have approximately 900 customers, the computer users of the Dept. of Corrections. We strive to keep each one connected and able to do the job. If we don't know what you're struggling with, we can't help. Our mailbox is COR Help Desk. The phone number is 444-4234, or you can use the toll-free number (877) 738-4763. So, Please Call!

Giving back to the community

Riverside girls raise \$600 for hungry kids

By Cindy McKenzie, Superintendent
Riverside Youth Correctional Facility

With the help of the Boulder community, Riverside Youth Correctional Facility girls raised and donated more than \$600 to the National Great American Bake Sale.



The summer project was presented by *Parade* magazine and Share Our Strength, a nationally recognized nonprofit organization that has raised and distributed over \$74 million to hundreds of anti-hunger organizations in the U.S. and overseas.

The RYCF youths sold baked goods at First Boulder Valley Bank in June and July, allowing them to participate in a community service activity that helped them learn about, and focus on, those in the world less fortunate than themselves. It also allowed the girls to realize they have the ability, even from a correction facility in a small community, to give back to others and to experience the "good feelings" as a result.

Thanks to the bank and all those who donated baked goods or money to Riverside's project, which we hope to make this an annual event. National sponsors were the American Broadcasting Corporation (ABC), Betty Crocker and Tyson Foods.

Honoring Victims

NIC grant funds victim-offender dialogue training

By Sally Hilander

Public/Victim Information Officer

For more than a year, DOC staff and Crime Victims Advisory Council members have worked to create a pilot program that will allow victims of felony crimes to meet with their offenders while those offenders are in DOC secure facilities or under community supervision.

Montana's Victim Offender Dialogue (VOD) Program will be victim-centered and include a number of checks and balances to protect all participants from victimization. The VOD Program will use trained volunteers to act as mediators during these encounters.

The program is primarily designed to help victims find answers to their questions about the crimes committed against them. National data indicates that offenders often experience personal growth as well, and may become better inmates and less likely to commit more crimes if they are released.

In September, DOC brought three top names in the national field of restorative justice to Montana to provide support and training. A \$10,000 National Institute of Corrections (NIC) grant awarded earlier this year to the Office of Victim Services/Director's Office funded the training.

DOC first partnered with the Community Mediation Center of Bozeman to host a basic victim-offender mediation training under Mark Umbreit of the Center for Restorative Justice & Peacemaking in Minnesota. The following week, Texas Department of Criminal Justice (TDCJ) trainers Eddie Mendoza and Anna Rose Tangredi provided advanced training, policy advice and a program model for mediating cases of severe violence.

The goal of the planning process is to involve key people from every DOC facility and program. Those facilities or programs not represented at the September trainings will be trained in the process later. The Attorney General's Office of Victim Services and Restorative Justice is an active consultant in the planning process.

The DOC Management Team last year approved the pilot program for about eight cases. The policy draft is undergoing revision and cases are not yet being accepted. Interested DOC staff, victims or victim service providers are urged to contact my office at (406) 444-7461, or talk to any one of those who attended either or both VOD trainings.

They are: Linda Moodry and Tim Meloy, Montana State Prison; Sally Hilander, Victim Services/Director's Office; Tony Heaton and Dan Burden, Treasure State Correctional



TSCTC dedicates victim memorial ---The Treasure State Correctional Training Center (TSCTC) in Deer Lodge recently dedicated a tribute to victims, constructed by offenders who promise "I will never victimize again." Shown here is Anita Richards, whose son was murdered 10 years ago. Richards has been instrumental in bringing victim issues to the forefront at DOC. With Anita are, from left, Dan Burden, TSCTC superintendent, Tony Heaton, who teaches victimology at the facility, and Mike Ferriter, Administrator of the Community Corrections Division. Ferriter is holding artwork by an offender, which depicts the pain victims endure when a crime is committed against them or someone they love.



Training Center; Annamae Siegfried-Derrick, Montana Women's Prison; Tennille Forsman, Crossroads Correctional Center, and Marilyn Lemaich, Missoula Prerelease Center.

Probation and Parole Officers who attended are Cathy Dorle, Region I; Kelly Speer, Region II; Susan Carroll, Region III; Jennifer Welling, Region IV; Amy Stoddard and Kathy Wright, Region V; and Roxy Silver, Region VI.

Mediators Jonathan Flynn, Carrie Hegenbarth and Rosalie Roy also attended, as did Anita Richards, Esther Farra, Rose Everett, Mardi Elford and Eve Malo, Crime Victims Advisory Council members; and Joan Eliel and Matt Dale, Attorney General's Office.

Several staff hired for Department-Wide positions

Curt Swenson is the new training and development specialist at Central Office in Helena. The Shelby native has worked for DOC since 1997, most recently as a probation and parole officer for Region VI in Glendive, where he also was field training officer and defensive tactics instructor.



Swenson

Swenson is teaching DOC staff about security practices, defensive tactics, firearms, restraints, human behaviors, cognitive restructuring, interpersonal communications, leadership practices, principles of staff supervision and other topics. Swenson graduated from the University of Montana in 1996 with a double major in sociology and psychology.

James Ian Mason is the DOC's new American Indian Liaison. As a member of the Royal Canadian Mounted Police for 21 years, he was a liaison for people of varying races, including numerous Indian tribes, cultures and religious affiliations. He developed an understanding of corrections issues involving American Indians, and attended numerous cross-cultural courses that aided in his understanding of prejudices faced by American Indians.

After retiring from the RCMP, he worked for numerous American Indian organizations in Canada and Arizona, and has extensive knowledge of the Montana-Wyoming Tribal Leaders Council. Mason is not Indian but he notes: "My experience, education and understanding of the Indian culture can only be surpassed by an American Indian."

Colleen Ambrose and **Valerie Wilson** have joined the legal staff at Central Office, and **Colleen White**

has been promoted to Deputy Chief Legal Counsel.

Ambrose previously worked with the Missoula County Public Defender Office and before that in private practice in Missoula. Wilson was Jefferson County Attorney for eight years, and more recently she was in private practice in Helena.

Both attorneys handle litigation for DOC and provide general counsel advice for various divisions. Wilson works with the Youth Services Division (formerly Juvenile Corrections Division) and Colleen Ambrose works with Centralized Services on restitution issues. Both, of course, provide general counsel advice in a host of other areas.

White was chosen for the Deputy Chief Legal Counsel position due to her years of excellent service with DOC. She will work with Chief Legal Counsel Diana Koch to manage the Legal Services Bureau. She will continue Human Resources and discrimination litigation, and supervise administrative and investigative/paralegal staff. The Legal Services Bureau will distribute an outline soon that explains the division of duties in the legal staff.

Bill Fleiner began his duties as DOC's Quality Assurance Manager in the Director's Office in early September. The position was vacated by Mark Peck last summer.

Fleiner monitors DOC compliance



Wilson



Ambrose



White

using national correctional standards, departmental policy and local, state and federal law. He also manages the DOC's emergency response, safety and theft/fraud programs.



Fleiner

Fleiner has an extensive background in law enforcement, public administration and public safety. He was undersheriff of Lewis and Clark County for 16 years, and was employed more recently as Broadwater County's Disaster and Emergency Services Coordinator, Homeland Security Specialist and Safety Officer.

Mary Greene recently joined Central Office as the DOC's new Policy Specialist, leaving her post as the Department's Contract Monitor at Great Falls Regional Prison. Greene provided on-site monitoring and documentation of the facility operation to ensure compliance



Greene

with contractual obligations, DOC policy and ACA standards. She has a Bachelor of Arts degree in Education and a Masters in Counseling. She is a Licensed Addictions Counselor, and has extensive experience in program and policy development.

Christina Henry joined the Centralized Services Division in Helena as a Personnel Specialist, leaving behind positions at Montana State Prison and the Powell County Ambu-



Henry

Employees in the News

The *Correctional Signpost* relies on DOC employees to send entries for the Employees in the News. The Human Resources office provides the New Employees list, but each facility is responsible for sending us details about awards, promotions and other professional activities. Please e-mail information and photos to the editor: shilander@state.mt.us.

IT chief elected to national board

John Daugherty, Information Technology Bureau Chief, was elected to the Executive Board of the Correction Technology Association (CTA), a national organization of technology executives who address common challenges, share information, and advise each other on emerging technologies affecting corrections. Daugherty was elected treasurer during the CTA annual meeting in May.



CTA strives to be the leading forum for addressing the opportunities, implications and challenges for improving correctional operations through the use of information technology and other operational technologies.

MCA honors MSP electrician, P&P Region VI technician

Montana State Prison electrician Tom Wilson was selected as Montana Correctional Association Employee of the year for 2004. Tom was nominated by peers who worked with him over the past year on the prison Communication Task Force and Steering Committee.

The nomination letter described Wilson as a talented and knowledgeable electrician who works in his chosen craft with expertise, timeliness and a demand for quality. His peers say he is an effective communicator, a leader and a visionary.

LaVonne Kautzmann, a Parole Officer Technician with the Regional VI Probation and Parole Office in Glendive, were among those who received a service award from the Montana Correctional Association

(MCA) September 23, during its September annual conference in Great Falls. Wally Peter, a Deputy with the Dawson County Sheriff's Office, received an award for significant contributions from an outside agency.

MCA is an organization of correctional agencies, jails, prisons, and law enforcement from around the state. Each year the MCA holds an annual training conference and nominees who have made significant contributions in the corrections field are selected by MCA for the awards. See more MCA awards in the next *Signpost*.

MWP honors CO Bromberg

Correctional Officer John Bromberg was selected as the Montana Women's Prison "Employee of the Quarter" for the 1st quarter of 2004. His peers nominated him and described him as someone who goes above and beyond the call of duty; firm, fair and consistent; courteous and polite, with excellent knowledge of the system. It is this type of dedication and hard work that makes John an outstanding employee.

State Bar honors Koch

Chief Legal Counsel Diana Koch received a distinguished service award in September from the State Bar of Montana. She was honored for her work in the Continuing Legal Education (CLE) Institute.

Federal grants accountant hired

Jodi Stone has accepted the Federal Grants Accountant position in Central Office vacated by Kara Sperle, who took a new position in the Centralized Services Division.

Stone will also manage DOC's Asset Management system and reconciling the monthly activities between SABHRS and CAPS.

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lance Services. She has extensive knowledge of the state Broadband pay system. She updated numerous employee descriptions at MSP and wrote evaluations for 13 civilian technicians. Henry takes pride in her ability to provide constructive feedback and coaching.

Rick Dendinger is the DOC's new Federal Grant Coordinator. He came to Central Office after a five-year stint with Montana State University, managing and co-writing



a number of educational, research and health-related grants. He has several years of experience in the human resources, financial and information technology disciplines. He holds a Masters of Business Administration from Pepperdine University and a Bachelors Degree in Music from the University of California, Irvine.

Chris Currie is DOC's new Budget Analyst, a position he has held at the Montana Department of Transportation. He is experienced in the legislative budgetary process and the Statewide Accounting, Budget, and Human Resource System (SABHRS) used by all state agencies to account for and report the use and disposition of public money and property in accordance with state law. He has a bachelor's degree in Business Administration from the University of Montana.

DOC receives favorable decisions in Hawkins, Walker cases

By Diana Koch

Chief Legal Counsel

The Department of Corrections has received a pair of favorable court rulings in recent months.

Sherman v. Mahoney

The Montana Supreme Court put an end to Sherman P. Hawkins' 1998 property case. Inmate Hawkins escaped from MSP in 1997, and while he was on escape status, the facility followed its policy and packed his personal property to destroy it.

When law enforcement captured Hawkins two days later and returned him to the prison, he requested the facility return his property. The property office allowed him to retrieve his legal papers, but destroyed or recycled the rest. Hawkins sued.

The District Court judge granted the Department's motion to dismiss on the grounds that Hawkins had abandoned his property when he escaped, and ownership of the property, therefore, reverted to the DOC. The Supreme Court disagreed. It said the prison could presume Hawkins intended to abandon his property, but when he was returned to the prison he rebutted that presumption.

The Court sent the case back to the District Court for "further proceedings." In round II of the case, the Department requested summary judgment on the basis that the Department's policy was a legitimate policy meant to deter escapes, and the prison followed its valid policy when it dealt with Hawkins' property.

The District Court agreed with the Department and granted it summary judgment. Inmate Hawkins appealed again to the Supreme Court, but this time the Court agreed with the District Court judge and upheld the grant of summary judgment.

Moral of the story for inmates: if you escape you will lose your property.

Mark Walker Report

The Department received a favorable report from court-appointed monitors in the Mark Walker case about Behavior Modification Plans.

The monitors reported that MSP had taken significant and appropriate steps to change the Behavior Modification Plans and were in compliance with the

2003 Supreme Court ruling. The monitors were complimentary to Warden Mahoney and MSP staff, said they were "open, candid and cooperative" and further wrote: "the Committee commends the Warden and his staff for their conscientious approach to solving Behavior Modification Plan deficiencies discovered during the Walker investigation."

MWP "boot camp" celebrates three years

By Bonnie Lusby, Drill Instructor
Montana Women's Prison

The Intensive Challenge Program – the "boot camp" at Montana Women's Prison – celebrated its third anniversary July 26 with a ceremony for trainees offenders in the program, graduates and guests.

Since its beginning, 34 offenders have graduated from the program, which provides the opportunity for positive life changes in a correctional environment of structure and programming. The paramilitary setting challenges them through work, physical fitness and good health practices. ICP's goal is to correct criminal thought processes and behavior patterns by emphasizing discipline, respect, motivation, integrity and accountability to victims

ICP serves as an alternative to long-term incarceration in a prison setting. Successful completion of the 90-120 day program may qualify trainees for sentence reduction or community placement.

Trainees are isolated from the general offender population while participating in the program and are not afforded the same privileges as other offenders. The program is tough; 80 entered the program, but 46 opted out or did not complete for disciplinary or medical reasons.

During the July 26 ceremony, David Armstrong, Administrator of Alterna-

tives, Inc., the Billings prerelease center, reported high levels of motivation, drive and determination in booters placed in his facility.

ICP will be modified in order to more adequately address the needs of the female offenders sentenced to DOC. The new program will be based on a modified therapeutic community model to include 120 days of intensive and regimented programming.

Graduates are eligible for conditional release to probation, sentence reduction or community placement. The goal is to correct criminal thought processes and behavior patterns by emphasizing respect, motivation, integrity, personal discipline, and accountability to victims and the community.

POST Certifications

The following Corrections/Detention Certificates were approved at the August 19, 2004 POST Council:

Detention/Corrections Basic	16
Detention/Corrections Intermediate	7
Detention/Corrections Advanced	2
Detention/Corrections Command	1
Detention/Corrections Supervisory	2
Detention/Corrections Command	1
Detention/Corrections Admin.	2
Adult Probation and Parole	5
Instructor Certificates	22

New Employees

Central Office

Heather Aldrich
Colleen Ambrose
Chris Currie
Rick Dendinger
Bill Fleiner
James Ian Mason
Shane Mohalley
Valerie Wilson

Montana State Prison

Edward Bailey
Kristy Boese
Douglas Carroll
Robert Chadwick
Molly Craig
Wayne Hoyt
Ty Hultman
Daniel Johnston
Chris Nordstrom
George Smith
Melissa Strecker
Matthew Tibor
Jodie Trollope
Dan Wigert

Montana Women's Prison

Tana Curtiss
John Koenig
Rick Schlecht
Jessica Stevens
Kurtis Woepfel

Pine Hills

Bonnie Bigback
Lori Blain
Floyd Clevidence
Ken Gardner
Tracy Pask
Kari Pegg-Ihly
Virginia Roberts
Alan Thorson

Probation & Parole

Kay Anderson — Great Falls
Craig Baker — Kalispell
Lisa Boyington — Kalispell
David Dowell — Polson
Sue Drivdahl — Glendive
Melanee Emmett — Billings

Dave Edwards — Kalispell
Kristine Forsch — Billings
Kyle Hinzman — Kalispell
Jody Rismon — Havre
Debra Scott — Polson

Riverside Youth Correctional Facility

Curtis Preston
Diana Zbinden

Treasure State Youth Correctional Facility

Claude Williams

WATCH

Mike Norvelle



THE DEPARTMENT OF CORRECTIONS MISSION

The Department of Corrections is dedicated to public safety and trust by holding adult and juvenile offenders accountable for their actions against victims through custody, supervision, treatment, work, restitution and skill development.

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MWP inmates give pound dogs another chance



Montana Women's Prison teamed up with Service Canines of Montana last spring to begin an innovative program in which inmates "rehabilitate" pound dogs that might otherwise have no future.

Prison Paws for Humanity teaches inmates to be trainers, who then teach the dogs obedience. Most of the dogs come from the Billings Animal Shelter.

Forty offenders applied and were screened to become trainers, groomers and dog sitters. Some of the dogs were on life sentences at the pound; they have received a pardon and soon will be paroled as pets or service dogs.

When the dogs arrive they are matted, under/over weight, and lack discipline. They leave the facility well behaved and groomed. The dogs are with the offenders/trainers, who work in teams, 24 hours a day. The offenders learn to deal with control, discipline and language barriers.

Warden Jo Acton noted that these are similar issues to those Correctional Officers deal with when an offender arrives. Woof! Woof!